

April Commissioners Meeting: IDEA Remarks

The IDEA commission department met with the IDEA committee chair to share updates on recent activities, cultural observances, and to provide an update on the 44 recommendations submitted by the racial equity task force in 2021. We will continue to work with committee members to schedule the next IDEA meeting in May.

To date, there are 28 of the 44 recommendations that are either complete or in progress. This yields a 63% progress-to-completion rate.

As a breakdown (examples only):

- Items Completed include the extension of the GOS grant to 2 years as voted on by the Grants committee.
- Item In progress actions include:
Considering a mechanism that provides grant writing support for grant applicants. At this time, the Community Outreach team has been working with the Grants management department on the GAP (grant assistance program) Initiative, which is where current grantees go out into the community and help with grant writing, questions, etc.

The IDEA Committee will continue to intentionally work on these items until each item is complete. Ensuring that there is an integration, communication and sustainability plan, creating a more applicable pathway for all DC-based Artists to contribute, be invested in and supported across the DC artistic landscape.

IDEA Attends the National Diversity & Leadership Conference

The IDEA team including two members of the Grants Team managers attended the [National Diversity & Leadership Conference](#) in Dallas, Texas from April 15th- 18th for its 20th anniversary program. This conference, hosted by the National Diversity Council, is a National hub for IDEA best practices, connections and thought leadership. Conference attendees include leaders and decision-makers from a variety of industries with internationally renowned speakers who brought their unique experiences integrating various diversity and inclusion topics that can be applied to strati development as well as personal and professional life. a full debrief will be scheduled to share key, takeaways, best practices, and next steps in the coming weeks. The team also visited the Dallas culture and arts office interacting with three of its executive members, including its public affairs, officer and two of its deputy executive directors. The team also visited one of the six venues that is owned and managed by the Dallas arts and culture office called the Bath House. There, they were able to meet their program executive Director, and receive a tour of the building, where they host a myriad of events, and have art from DC Artist installed in their building.

The four days were filled with sessions, workshops, and featured speakers that cover a wide range of topics; you can also adapt your experience for optimal learning and we have prioritized sessions that would benefit the agency.

IDEA Key Performance Indicator Initiative

The CAH IDEA department started an initiative to establish keep performance indicators to continue to promote equity in our grant processes. Implementing a standardized data collection methodology for an art agency offers significant benefits and helps establish effective Key Performance Indicators for the Commission with a focus on equity.

This includes dissecting demographic, geographic, and providing evidence-based recommendations that'll counteract any potential patterns of inequitable allocation of resources coming from CAH. The department is working closely with key team members to actualize this initiative and integrated into future iterations of grant application process.

(If needed) Data Analytics

The aggregation of data and further analytics allows us to make evidence-based decisions that create a more equitable allocation of resources and grants across the artistic landscape with consideration of demographics, geography and socio-economic need.

Key Performance Indicators (KPI)

We're recommending a KPI model and structure that will allow the agency to measure and determine metrics. This will allow CAH to track progress for grants awarded using demographic data, that is either, (a) readily available through city census data, or (b) voluntarily provided through an approved data collection methodology. This standardizes data and creates a foundational data set to measure progress, changes, and sustainability of our grant awarding process.

CULTURAL OBSERVATIONS:

- **Diversity, equity, inclusion, and accessibility appreciation month:**

Diversity, Equity, and Inclusion (DEI) Appreciation Month in April is a pivotal time for the arts commission, focusing on honoring and supporting artists from diverse backgrounds. The commission's commitment is especially visible in its efforts to address and close the generational wealth gap among artists. By prioritizing equitable resource distribution, the commission ensures that artists based in Washington, D.C., regardless of their background, have access to the financial support and opportunities necessary to thrive. This initiative not only acknowledges the unique challenges faced by underrepresented artists but also actively works towards creating a more inclusive and equitable arts community. Through grants, exhibitions, and educational programs, the commission fosters an environment where diversity is celebrated, and all artists are empowered to contribute their voices and talents to the rich cultural tapestry of the community.

- **Asian American, Native Hawaiian, and Pacific Islander Heritage Month**

observed every May, holds immense importance for the arts commission as it celebrates and recognizes the rich cultural traditions and contributions of this diverse community. The month serves as a vital opportunity to support and promote artists and cultural expressions from these backgrounds, enriching the national artistic landscape. The 2024 theme, "Advancing Leaders Through Innovation," emphasizes the role of leadership and creativity in driving forward the arts and cultural sectors. This theme encourages the exploration of innovative practices that not only highlight traditional art forms but also embrace new methodologies, thereby fostering leadership within the AANHPI communities. This dedication not only honors their cultural heritage but also paves the way for future generations of artists and cultural leaders.

- **Jewish Heritage month**

Jewish Heritage Month, celebrated each May, is a significant observance for the arts commission as it honors the profound historical and cultural contributions of Jewish individuals across various fields, including the arts. This month encourages a deeper exploration and appreciation of Jewish culture, traditions, and histories, enriching public understanding and cultural diversity through artistic expression. The theme for Jewish Heritage Month in 2024 is yet to be announced, but it will undoubtedly aim to highlight and promote the unique artistic and cultural narratives of the Jewish community, underscoring their impact on both national and global stages. This observance not only celebrates Jewish heritage but also inspires artists and

cultural institutions to explore and incorporate these rich traditions in their work, fostering a more inclusive cultural environment.

- **Mental health awareness month**

Mental Health Awareness Month, observed every May, carries significant importance for the arts commission, particularly through its integration of arts and mental well-being. The 2024 theme, "Movement: Moving More for Mental Health," emphasizes the therapeutic benefits of physical activity and its positive impact on mental health. This theme resonates within the arts by encouraging creative expressions that involve physical movement, such as dance, performance art, and interactive installations. These artistic endeavors not only promote physical activity but also provide a powerful medium for expressing, understanding, and coping with emotional and mental health challenges. Through exhibitions, performances, and community programs, the arts commission leverages this theme to highlight the symbiotic relationship between physical movement and mental well-being, fostering a more holistic approach to health that embraces the healing and transformative potential of the arts.

Other observances, that we have acknowledged individually, and or in partnership include:

- Jazz Music appreciation month
- Haitian heritage month
- Cinco de Mayo
- Military appreciation month
- Memorial Day